



***BRAC MOVEMENT
OF
CIVILIANS
TRADOC Centers of Excellence***



TRADOC REORGANIZATION

TODAY FY 08

Centers and Schools (13)

Field Artillery
Center

Air Defense Artillery
Center

Armor Center

Infantry Center

Maneuver Support
Center

Ordnance
Center

Soldier Spt Institute (AG &
Finance)

Transportation
Center

Quartermaster
Center

Aviation Center

Intelligence Center

Signal Center

USA Training
Center

FUTURE FY 08-11

Centers of Excellence (8)

Fires CoE

**Maneuver
CoE**

**Maneuver Support
CoE**
(Chemical / Engineer / MP)

**Sustainment
CoE**

**Aviation
CoE**

**Intelligence
CoE**

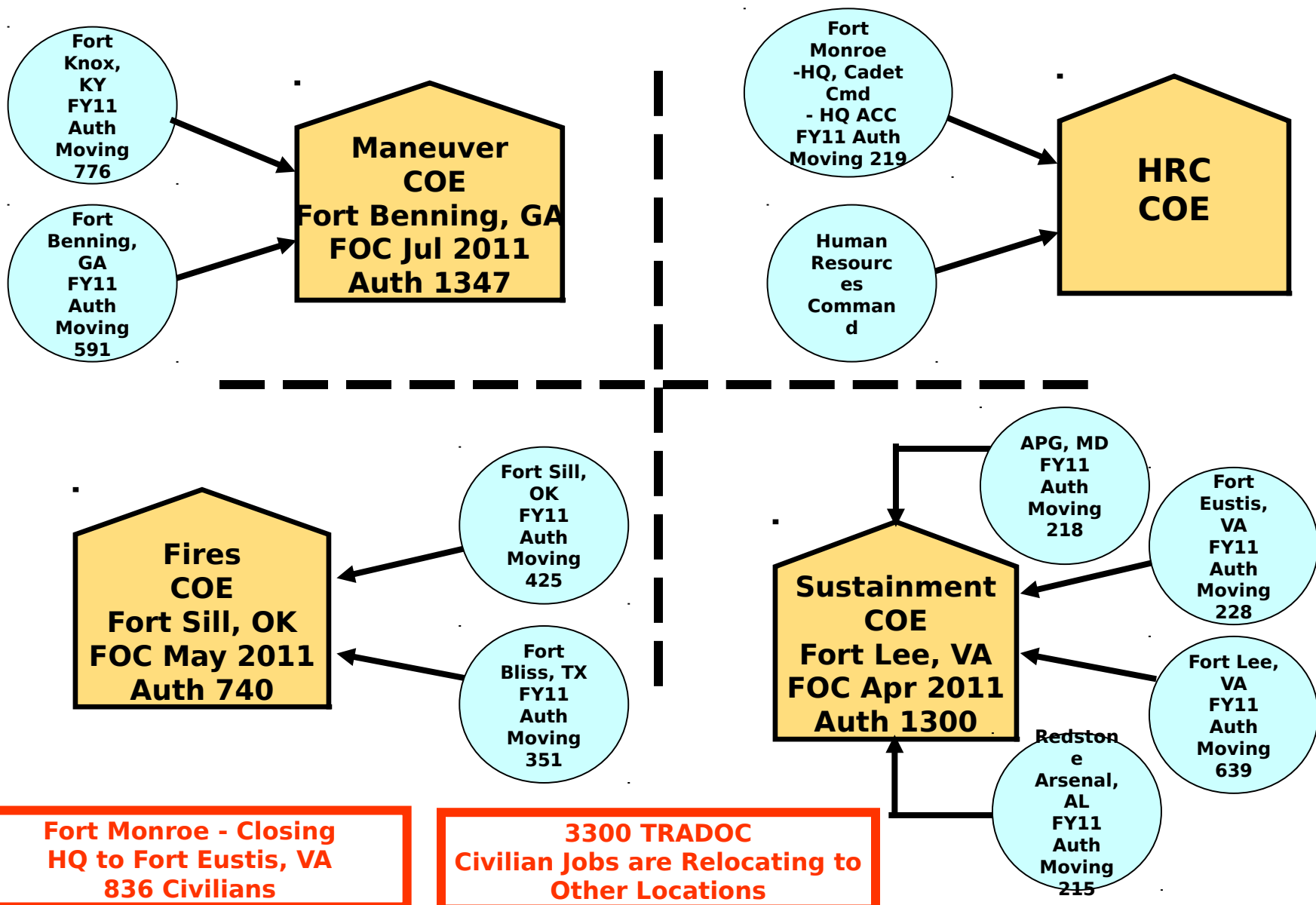
Signal CoE

**Basic Combat Training
CoE**

Does not include
the following
Centers:

Human Resources,
Joint Culinary Tng,
and Joint Religious
Tng & Educ

TRADOC BRAC - CENTERS OF EXCELLENCE (COE)





COMMANDERS' CONCERNS

- **Sustaining the mission**
- **Taking care of civilian employees**
- **Avoid perception that any group of employees is disadvantaged**



EMPLOYEE TRANSITION PROCESS

TRADOC Volunteer Process

CARE PPP Exception Granted



Volunteer Process

- **Agreement from Leadership**
 - **TRADOC DCG**
 - **Use similar process throughout TRADOC**
 - **Maneuver (Benning, Knox)**
 - **Fires (Bliss, Sill)**
 - **Sustainment (Lee, Eustis, APG, RSA)**
 - **HR COE (Accessions & Cadet Cmds)**



Volunteer Process

- **Permanent employees whose positions are realigning into the COE will be encouraged to volunteer for positions in the COE.**
- **All employees at impacted Schools/Centers treated equally.**
- **Employees who volunteer must complete formal Survey of Interest and provide up-to-date resume and copy of most recent Notification of Personnel Action (SF-50).**
- **Employees must be fully qualified:**
 - **IAW OPM qualifications standards**
 - **Meet special requirements/conditions of employment.**



VOLUNTEER PROCESS (cont'd)

- **All employees who volunteer to realign will be guaranteed a job at their same grade or equivalent level - NSPS equivalent GS grade as indicated on PD. Intent of Equivalent grade/level.**
- **Employees must first volunteer for their current position, title series and grade or equivalent level. Thereafter, may volunteer for unlimited number of positions at their same grade or equivalent level.**
- **All “Direct Matches” will be made first.**
- **If more than one volunteer qualifies for a Direct Match, SCD for leave will determine placement.**
- **If multiple volunteers qualify for a non Direct Match, a panel comprised of management officials from the realigning Schools/Centers will determine placement based on job related criteria.**



VOLUNTEER PROCESS (cont'd)

- **If no Direct Match, or not selected for multiple matches, still guaranteed placement into a position.**
- **Employees will be provided a timeframe for movement of the positions.**
- **Upon acceptance of written job offer, volunteers will be placed in a separate competitive area.**



VOLUNTEER PROCESS (cont'd)

- **Employee volunteers, accepts written job offer (enters condition of employment), later declines, subject to separation under adverse action procedures.**
- **Employee does not volunteer, will remain in position until otherwise placed. If not placed when position is excess participate in RIF.**



Permanent Change of Station (PCS) Benefits and Entitlements

Relocating employees will receive appropriate Permanent Change of Station (PCS) benefits and entitlement

- **Movement of Household Goods**
- **Travel to New Duty Station**
- **Dependent Travel**
- **Miscellaneous Expense Allowance**
- **Defense National Relocation Program or Real Estate Expense**
- **Discretionary Benefits - TRADOC encourages payment**
 - **Temporary Quarters and Subsistence Expenses**
 - **House Hunting Trip (HHT)**



TRANSITION ASSISTANCE (when not realigning)

- **DoD Priority Placement Program**
- **DoD Reemployment Priority Program**
- **OPM Interagency Career Transition Assistance Program**
- **TRADOC Mandatory Surplus Placement Program**
- **Retraining Programs**



BENEFITS AND ENTITLEMENTS (when leaving Federal Service)

- **Discontinued Service Retirement**
- **Severance Pay**
- **Unemployment Compensation**
- **Continued Health Insurance**
- **Lump sum payment of annual leave**
- **Leave pending retirement (to gain eligibility)**
- **May be offered VSIP/VERA**



VOLUNTARY SEPARATION INCENTIVE PAY (VSIP)

- **Lump sum payments to encourage permanent employees to voluntarily resign or retire.**
 - **Avoid or minimize involuntary separations due to reduction-in-force (RIF), base closure, reorganization or restructure.**
- **Management tool, not employee entitlement.**
- **Buyout amount = \$25,000 maximum.**
- **Employees can resign or opt for early/optional retirement.**
- **Employees who volunteer to realign to the COE will not be eligible for VSIP.**



REDUCTION IN FORCE (RIF)

- **Employees may participate in RIF at their current location who:**
 - **have not volunteered to realign to the COE**
 - **have not been placed or accepted another job**
 - **have not voluntarily separated**
 - **have not applied for Discontinued Service Retirement**
 - **have not declined management directed reassignment**
 - **have not volunteered & accepted job offer, then subsequently declined a COE position**



MANAGEMENT FLEXIBILITIES

- **Management Directed Reassignment**
 - **Employee directed to COE, when critical skills needed**
- **Voluntary Early Retirement Authority (VERA)**
 - **Can be used with or without VSIP**
- **Voluntary Separation Incentive pay (VSIP)**



Current Recruitment

- **Job Announcements**
 - **All permanent job announcements in activities scheduled to relocate should include information on relocation**
- **Recruitment Decisions**
 - **Determine duty location**
 - **Determine whether to fill positions as Temporary, Term or Permanent**
- **Mobility Agreements**
 - **HQ DA G-1 BRAC authorized TRADOC to use mobility agreements, on case by case basis, for vacant positions affected by BRAC**



Flexibilities for Mission Sustainment

- **Recruitment Incentive**
 - **May be used for new appointment to a position difficult to fill in absence of an incentive**
- **Retention Incentive**
 - **May be used if employee likely to leave Federal service to retain skills or unusual qualifications**
- **Relocation Incentive**
 - **May be used to encourage highly skilled employees to move to new location**
 - **TRADOC Enterprise Relocation Incentive**
- **Temporary Change of Station**
 - **6-30 months to new location and return to resign/retire when time ends**



Flexibilities for Mission Sustainment (cont'd)

- **Delayed Permanent Change of Station**
- **Virtual - Allow employees to remain an losing site until skills no longer needed**
- **TDY - employees sent to gaining activity for short duration**